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101ST CONGRESS
2d Session

SENATE

EXEC. REPT.
101-35

NOMINATION OF GENERAL MICHAEL J. DUGAN, U.S. AIR FORCE, TO BE GENERAL ON THE RETIRED LIST

OCTOBER 27, 1990.—Ordered to be printed

Mr. NUNN, from the Committee on Armed Services, submitted the following

REPORT

The Committee on Armed Services, having had under consideration the nomination of General Michael J. Dugan, 091-28-2234, United States Air Force, for appointment to the grade of general on the retired list, reports favorably thereon and recommends the nomination be confirmed by the Senate.

COMMITTEE ACTION

On October 12, 1990, the Senate received from President Bush the nomination of General Michael J. Dugan, United States Air Force, for appointment to the grade of general on the retired list pursuant to the provisions of title 10 United States Code, section 1370. Nominations of military officers to retire in the grade of three or four stars must be confirmed by the Senate. On October 27, 1990, the Committee voted unanimously to report the nomination favorably with the recommendation that the nomination be confirmed by the Senate.

FACTORS CONSIDERED BY THE COMMITTEE WITH REGARD TO THE RETIREMENT OF GENERAL DUGAN IN THE GRADE OF GENERAL

General Dugan is retiring because he was relieved from his position as Chief of Staff of the United States Air Force by Secretary of Defense Cheney on September 17, 1990. The reason given by the Secretary of Defense for his action was that General Dugan displayed poor judgment in publicly discussing sensitive matters involving the employment of forces in Operation Desert Shield.

The Committee recognizes the prerogative of the Secretary of Defense to relieve General Dugan. The Committee also recognizes the prerogative of the President to nominate General Dugan for retirement in the grade of general. As indicated in the summary of Gen-

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eral Dugan's military career supplied to the Committee by the Air Force, General Dugan has a record of over 32 years of faithful and distinguished service. A copy of General Dugan's military history is included in the appendix to this report.

The Committee also received a letter from the Secretary of Defense expressing his strong conviction that General Dugan should be approved for retirement in the grade of general. This letter is included in the appendix.

The Committee concurs in the judgment by the President that General Dugan's record of military service merits his retirement in the grade of general.

Factors Considered by the Committee With Regard to the Retirement Date of General Dugan

During the review of this nomination, the Committee received a letter from the Assistant Secretary of Defense for Force Management and Personnel indicating that, subject to the Senate's confirmation of the nomination, General Dugan would retire on January 1, 1991. This letter is included in the appendix.

The Committee notes that the primary reason for allowing General Dugan to retire on January 1, 1991, is permit him to take advantage of the increase in the basic pay for the grade of general upon which his retired pay would be calculated. The basic pay for the grade of general is currently capped at the rate of pay for an executive level V civilian ($6,516.60 per month). Under current law, the executive level V pay rate will increase on January 1, 1991, to $8,151.60 per month. Because the retired pay for officers such as General Dugan is calculated on the basic pay of the highest grade held satisfactorily in effect on the date of retirement, General Dugan will gain a substantial increase in retired pay ($17,625 annually) if he retires on January 1, 1991.

The Committee recognizes the very abrupt nature of General Dugan's relief from his position as Chief of Staff of the Air Force. However, section 601(b)(4), title 10, United States Code, provides for a generous transition period for officers in General Dugan's circumstance. This section allows General Dugan to continue to hold the grade of general "while awaiting retirement, beginning on the day he is relieved from a position designated to carry one of those grades [in General Dugan's case the grade of general] and ending on the day before his retirement, but not for more than 90 days." Since General Dugan was relieved of his position on September 17, 1990, and is awaiting retirement, he can hold the grade of general until December 16, 1990.

The committee believes that retaining General Dugan on active duty beyond this 90-day transition period primarily for the purpose of allowing General Dugan to take advantage of the higher rate of basic pay that will go into effect on January 1, 1991, is not in keeping with the spirit and intent of the transition authority. While the Committee recognizes that the Secretary of Defense may retain General Dugan on active duty beyond the 90-day transition period, the Committee questions the advisability of such action. The Committee is concerned not only about the circumvention of the generous 90-day transition period, but the effect that such a favored deci-

sion for one senior officer could have on the perception of all other military personnel of the fairness and integrity of the personnel system.

The Committee notes that General Dugan's military history and the Air Force letter transmitting that history to the Committee state that General Dugan's current permanent duty assignment is Special Asssistant to the Secretary of the Air Force. In order for General Dugan to serve in such a position in the grade of general, he must be nominated by the President for such an assignment and be confirmed for such an assignment by the Senate. The Committee has not received nor acted on such a nomination. Therefore, if General Dugan's permanent assignment is to the position described in his military history and in the Air Force letter, in the assignment by the Senate. The Committee has not received nor acted on such a nomination. Therefore, if General Dugan's permanent assignment is to the position described in his military history and in the Air Force letter, in the Committee's view he may not serve in such a position in a grade higher than his permanent grade of major general.

In summary, while the Committee recommends that General Dugan be retired in the grade of general, the Committee opposes the continuation of General Dugan on active duty beyond the normal 90-day transition period primarily to enhance his level of retired pay. The Committee has directed that a copy of this report be immediately furnished to the President and the Secretary of Defense.

Committee Vote

On October 27, 1990, the Committee voted to report favorably the nomination of General Dugan for appointment to the grade of general on the retired list with a report.

Department of the Air Force,
Washington, DC, October 5, 1990.

Hon. Sam Nunn,
Chairman, Committee on Armed Services,
U.S. Senate.

Dear Mr. Chairman: The President, under the provisions of Section 1370, Title 10 of the United States Code, has submitted to the Senate the nomination of the following general officer for advancement on the Retired List in the grade of general:

Name, grade and SSAN	Age	Current assignment
Michael J. Dugan, General, 091-28-2234FR	53	Special Assistant to the Secretary of the Air Force.

Confirmation action by the October Senate recess would help insure a smooth transition for General Dugan. This action will not result in the Air Force exceeding the number of generals authorized by law.

For the information of the Committee, I am enclosing a military history on General Dugan.

Sincerely,

THOMAS J. HICKEY,
Lieutenant General, USAF,
Deputy Chief of Staff, Personnel.

Attachment.

MICHAEL JOSEPH DUGAN, GENERAL, REGAF, 091-28-2234

Date and place of birth: 22 February 1937, Albany, New York.
Years of active service: Over 32 years as of 4 June 1990.
Schools attended and degrees: U.S. Military Academy, BS, 1958; Univ of Colorado, MA, 1972; Air War College, 1973; Air Comd & Staff College, 1965; Coin Crse, 1973; ADC Life Spt Tng, 1968; PACAF Jungle Survival Crse, 1967; Tac Ftr Comd Crse, 1972; Wpns Employment Planning, 1970; Intel Ofcr Crse, 1960; Ops Tng Crse, F-100, 1960; Adv Surv Sch, 1960; Adv Fly Tng, 1960; Prim & Bsc Plt Tng, 1959.
Aeronautical rating: Command pilot.

Major permanent duty assignment	From	To
Stu Ofcr, Prim Plt Tng, 3301 PTGp, ATC, Moore AB, TX	Jun 58	Mar 59
Stu Ofcr, Bsc Plt Tng, 3640 PTWg, ATC, Laredo AFB, TX	Mar 59	Sep 59
Stu Ofcr, Adv Fly Sch, F-100, 4510 CCTGp, ATC, Luke AFB, AZ	Sep 59	May 60
Stu Ofcr, USAF Opnl Tng Crs, F-100, 4520 CCTGp, TAC, Nellis AFB, NV	May 60	Sep 60
Plt, Tac Ftr, F-100, 79 TFSq, USAFE, RAF Woodbridge, England	Sep 60	Aug 64
Plt, Tac Ftr, F-100, 603 Air Commando Sq, TAC, Eglin Aux Fld #9, FL	Aug 64	Nov 65
Plt, Tac Ftr, F-100, 4410CCTWg, TAC, Eglin Aux Fld #9, FL	Dec 65	Jul 66
Stan/Eval Ofcr, A-1E, 4410 CCTWg, TAC, Eglin Aux Fld #9, FL	Aug 66	Jan 67
Plt, Tac Ftr, A-1E, 1 Air Commando Sq, PACAF, Pleiku AB, Vietnam	Feb 67	Nov 67
Specl Projects Ofcr, Mil Tng Div, Comdt of Cadets, Hq USAFA, CO	Nov 67	Aug 68
Instr, Mil Tng Div, Comdt of Cadets, Hq USAFA, CO	Aug 68	Jun 69
Air Ofcr Commanding, CS-17, Hq USAFA, CO	Jun 69	Jun 71
Air Ofcr Commanding, CWD-04, Hq USAFA, CO	Jun 71	Nov 72
Stu, Air War College, AU, Maxwell AFB, AL	Nov 72	Jun 73
Asst Ch, Objectives Assessment Br, AF/XOD, Hq USAF, Wash DC	Jun 73	May 74
Ch, Doctrine Implementation Br, AF/XOD, Hq USAF, Wash DC	May 74	Sep 75
Exec Ofcr to the Vice CofS, AF/CV, Hq USAF, Wash DC	Sep 75	Jul 77
Vice Comdr, 355 TFWg, TAC, Davis-Monthan AFB, AZ	Jul 77	Jan 79
Comdr, 355 TFWg, TAC, Davis-Monthan AFB, AZ	Feb 79	May 80
Comdr, 23 TFWg, TAC, England AFB, LA	May 80	Mar 81
Comdr, 832 AD, TAC, Luke AFB, AZ	Mar 81	May 82
Asst DCS/Ops, Hq TAC, Langley AFB, VA	May 82	Apr 83
Inspector General, Hq TAC, Langley AFB, VA	Apr 83	Jul 84
DCS/Operations, Hq TAC, Langley AFB, VA	Sep 84	Jun 86
Dir of Ops, AF/XOO, Hq USAF, Wash DC	Jun 86	Jan 87
Asst DCS/Plans & Operations, Hq USAF, Wash DC	Jan 87	Jun 87
DCS/Programs & Resources, Hq USAF, Wash DC	Jul 87	Feb 88
DCS/Plans & Operations; & Comdr, AFCOS, Hq USAF, Wash DC	Mar 88	Apr 89
CINCUSAFE; & Comdr, AAFCE; & AF Comp Comdr, USEUCOM, Ramstein AB, Germany	Apr 89	Jun 90
Chief of Staff, AF/CC, Hq USAF	Jul 90	Sep 90
Special Asst to the SecAF, SAF/OS, Washington, DC	Sep 90	Present

Promotions	Effective date
Second Lieutenant	4 Jun 58
First Lieutenant	4 Dec 59
Captain	4 Dec 62

Promotions	Effective date
Major	20 Jun 67
Lieutenant Colonel	1 Aug 71
Colonel	1 Apr 74
Brigadier General	1 Jul 81
Major General	1 Aug 84
Lieutenant General	1 Jul 87
General	1 May 89

DECORATIONS AND AWARD:

Defense Distinguished Service Medal
Air Force Distinguished Service Medal
Silver Star
Legion of Merit with two Bronze Oak Leaf Clusters
Distinguished Flying Cross
Purple Heart
Air Medal
Air Force Commendation Medal with two Bronze Oak Leaf Clusters
Presidential Unit Citation
Air Force Outstanding Unit Award
Air Force Organizational Excellence Award with one Bronze Oak Leaf Cluster
Combat Readiness Medal
National Defense Service Medal with one Bronze Service Star
Vietnam Service Medal with three Bronze Service Stars
Air Force Longevity Service Award Ribbon with one Silver Oak Leaf Cluster and one Bronze Oak Leaf Cluster
Small Arms Expert Marksmanship Ribbon
Air Force Training Ribbon
Republic of Vietnam Gallantry Cross with Palm
Republic of Vietnam Campaign Medal

SUMMARY OF JOINT ASSIGNMENTS

Assignments	Dates	Grade
Commander, Allied Air Forces Central Europe, Commander in Chief United States Air Forces in Europe; and Air Force Component Commander, United States European Command, Ramstein AB, Germany.	May 1989–July 1990	General.
Director of Operations, Deputy Chief of Staff/Plans and Operations, Headquarters United States Air Force, Washington, DC [1].	June 1986–January 1987	Major general.
Executive to the Vice Chief of Staff, Headquarters United States Air Force, Washington, DC [1].	September 1975–July 1977	Colonel.
Chief, Doctrine Implementation Branch, Assistant Chief, Objectives Assessment Branch, Directorate of Doctrine, Concepts and Objectives, Deputy Chief of Staff/Plans and Operations, Headquarters United States Air Force, Washington, DC [1].	June 1973–September 1975	Colonel.
Forward Air Controller (in conjunction with duties as a tactical fighter pilot), 1 Air Commando Squadron, 14 Air Commando Wing, Pleiku Air Base, Republic of Vietnam [1].	February 1967–November 1967	Captain.

[1] Joint equivalent.

THE SECRETARY OF DEFENSE,
Washington, DC, October 5, 1990.

Hon. SAM NUNN,
Chairman, Committee on Armed Services,
U.S. Senate.

DEAR MR. CHAIRMAN: Due to the unusual circumstances surrounding General Mike Dugan's retirement from the Air Force, I feel it is appropriate that I express to you my strong conviction that his nomination for retirement should be approved in the grade of general.

General Mike Dugan has given over 32 years of honorable military service to the United States and is a highly decorated combat veteran who has shown his patriotism in peace and war. He has served with distinction in command positions at the wing and air division level, and twice as a Deputy Chief of Staff on the Air Staff. As the recent Commander in Chief, United States Air Forces in Europe, he was at the forefront of dramatic changes in Europe and provided outstanding leadership and oversight for air forces in that theater during this historic time. Throughout his career he has played a key role in keeping the United States Air Force in its position of preeminence in the world. General Dugan's military service has been marked by selfless dedication and his performance fully merits retirement in the grade of general.

DICK CHENEY.

ASSISTANT SECRETARY OF DEFENSE,
Washington, DC, October 5, 1990.

Hon. SAM NUNN,
Chairman, Committee on Armed Services,
U.S. Senate, Washington, DC.

DEAR MR. CHAIRMAN: I am writing to advise you that, incident to the recent decision to replace General Michael J. Dugan as Chief of Staff of the Air Force, the Secretary of Defense has recommended that the President nominate General Dugan, for appointment to the grade of general on the retired list. Subject to Senate confirmation, the effective date of this action will be January 1, 1991.

A similar letter has been sent to Ranking Republican of the Senate Armed Services Committee.

Sincerely,

CHRISTOPHER JEHN.

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